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Title: Leadership, Engagement and Development  
Status: Definitive  
Code: **7101LODMBA** (128234)  
Version Start Date: 01-08-2021

Owning School/Faculty: Leadership and Organisational Development  
Teaching School/Faculty: Leadership and Organisational Development

Team	Leader
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**Academic Level:** FHEQ7      **Credit Value:** 20      **Total Delivered Hours:** 48  
**Total Learning Hours:** 200      **Private Study:** 152

### Delivery Options

Course typically offered: S1 & S2 & Summer

Component	Contact Hours
Workshop	48

**Grading Basis:** 50 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Portfolio	4,500	Portfolio of up to 4,500 words	100	

### Aims

*Aim:*

*Effective leadership is a key contributor to organisational success. It therefore behoves those in leadership positions to fully consider theories and ideas of leadership as well as their own leadership motivations and behaviours.*

*This module starts with a focus on the individual and in developing a critical self-understanding as this is the cornerstone of good leadership. To do this students will*

*explore theoretical perspectives of leadership, critically reflect on leadership in their own context and on their own approach to leadership. Part of this process includes developing a comprehensive development plan to improve leadership capabilities and to future-proof for the post MBA landscape. In addition students will consider psychological and behavioural factors that impact on the engagement of others, enhancing their ability to motivate, foster collaboration and communicate with colleagues, teams, and other stakeholders to achieve organisational success.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Critically evaluate different leadership perspectives and theories to generate a meaningful depth of understanding of leadership and leadership within their own context.
- 2 Critically analyse a range of approaches used to engage and manage people to achieve organisational outcomes in changing organisational contexts.
- 3 Critically reflect on their own leadership practice using a range of tools to enhance self awareness and interpersonal skills and to identify areas for development that will increase leadership ability and effectiveness.

## **Learning Outcomes of Assessments**

The assessment item list is assessed via the learning outcomes listed:

Portfolio up to 4,500 words	1	2	3
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## **Outline Syllabus**

- *Self-concept and the links between identity and leadership behaviour (this may also include values and beliefs leading to professional codes of practice).*
- *Personality and individual differences, Emotional Intelligence and Resilience*
- *Overview of Leadership Theories (including areas such as Ethical Leadership, Adaptive Leadership, Leadership Styles, Transformational Leadership, Responsible Leadership, Value based Leadership, Sustainable Leadership etc.)*
- *Self-assessment tools to develop personal insights*
- *Building engagement and developing high performance teams (Engagement and motivation theories)*
- *Leader influence and power in managing people*
- *Building constructive working relationships across teams including understanding, equality and inclusion.*
- *Managing performance, goal setting and team accountability*
- *An introduction to coaching and action learning*
- *Reflective practice and critical reflection*
- *Future-proofing and professional development planning*

## **Learning Activities**

Workshops will utilise a flipped classroom environment to maximise engagement and to utilise student expertise in the learning process, action learning techniques to share and develop leadership learning and skills, tutor input, critique of application of theory to practice and critical reflection.

## **Notes**

Module is part of the MBA Programme